

Assumption: Regionalization of AAC (03s & 04s) will begin in Summer 2005



Issues:	Recommendations:
<p>Accountability for Officer Development within each hub (region).</p>	<p>Provide guidelines for SRAO to follow to ensure not one AAC CPT or MAJ is left behind. It is LEADERSHIP's responsibility.</p>
Strategy/Resource Plan:	Timeline/Deliverables:
<p>Require IDP for all 03s & 04s. Base it on individual needs vice one standard. If this is already a requirement, then strictly enforce it</p>	<p>IDP within 30 days of assignment. Mandatory review every quarter. Tie the review to OER of supervisors.</p>

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Issues:	Recommendations:
<p>Program may prohibit certification training for contracting officers.</p> <p>Continuity contracting officers should fill these critical operational assignments.</p> <p>Regional assignments do not incorporate non ASC positions.</p>	<p>Stabilize officers a minimum of 24 months. Consider creating an MOS for CCO's.</p> <p>Single track officers for systems related Assignments Broaden "regions" to include ACA, non-Army MAPL positions.</p>
Strategy/Resource Plan:	Timeline/Deliverables:
<p>Incorporate all Commands/PMs in geographic area, determine if APL AOC position density support regional plan.</p>	

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Issues:	Recommendations:
<p>12 -24 months Regional rotations. Plan doesn't adequately work for 51C. Ensure AAC gets contracting experience.</p>	<p>18-24 months regional rotations tied to 36-48 in Region. AAC officers serve at least one PM then one contracting tour.</p>
Strategy/Resource Plan:	Timeline/Deliverables:

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Issues:

PMs don't understand the intent of plan. Are we trying to solve a leadership problem?

Do we work to grow PMs or groom the acquisition workforce? Plan "disconnected" from HRC.

Regional Manager won't have same level of expertise as HRC. (won't be able to take care of over 100 AAC officers in region)

Force structure do we have enough Army stats to support enough time for officers to achieve plan 6 years - from accession to PM look.

Recommendations:

Coordinate with HRC UAX impact on plan.

Instead of regions/out of regions, reorganize into installations/nodes.

Strategy/Resource Plan:

Timeline/Deliverables: